

Chief Executive Officer Opportunity Guide

Mission

YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

The YWCA is the oldest, autonomous women's membership organization in the world. As such, it has a strong and respected tradition of social change, community service and advocacy. Throughout our history the YWCA has been in the forefront of most major movements in the United States as a pioneer in race and gender justice, and the empowerment of women. The YWCA has actively worked to eliminate racism and empower women since 1858. The YWCA was there through the women's suffrage movement. It held the first interracial conference in the South in 1915 and fought for civil rights and affirmative action. The YWCA is on the leading edge, willing to act and move forward when it comes to what is important for the well-being of women and families in our community, in the nation and in the world.

YWCA of Kalamazoo

The YWCA of Kalamazoo, the first YWCA established in Michigan, was founded in 1885 by Ida Stearns. It is a member of the Michigan Council of YWCAs, the YWCAs of the Great Lakes Alliance Region and the YWCA USA, which is linked to the World YWCA. Early services in Kalamazoo included a night school for working women, a "home away from home" residential program and trolley ride parties to Gull Lake. The turn of the century saw new activities related to World War I. Later, the YWCA sponsored a club for African American women, Girl Reserves, Camp Pigtailia and a number of craft, recreation, self-development, swimming and fitness classes...along with a thriving cafeteria. Notable, too, were programs such as Meals on Wheels and Newcomer's Club that were started and nurtured by the YWCA and now operate independently.

The YWCA of Kalamazoo is an invaluable and widely respected community asset. Known for a singular dedication to its mission, the association continues to break new ground in promoting racial and gender justice, preventing violence, and empowering women economically, most recently through providing daycare for homeless and precariously housed children. The association's components include the YW-Children's Center (YW-CC), YW-Community & Member Services (YW-COMM), YW-Domestic Assault Program (YW-DAP), YW-Sexual Assault Program (YW-SAP) and YW-Women's Economic Empowerment (YW-WEE).

The YWCA Domestic Assault Program was the first of its kind in Michigan. The only domestic assault shelter in Kalamazoo County, it operates 24 hours a day, 365 days per year. It operates on the philosophy of empowerment—providing tools, resources, information and options so that clients can make informed decisions that are best for them.

The YWCA Sexual Assault Program recently added a nurse examiner program that is the only comprehensive service of its kind in the county, serving individuals thirteen and older.

The Opportunity: Chief Executive Officer

The CEO is committed to the causes of the YWCA – the elimination of racism and the economic empowerment of women – and ensures that programs and services are in line with its strategic vision and goals. S/he will serve as the chief executive focused on stewarding resources to implement the vision, brand, mission and strategy of the YWCA of Kalamazoo. This role provides an opportunity to bring creative leadership and vision in maintaining the YWCA's position as a beacon in the community, while

simultaneously implementing new strategies to further the organization's innovative and cutting-edge service delivery.

The YWCA of Kalamazoo seeks an energetic, accomplished senior professional to serve as its chief executive officer. The CEO will provide executive leadership to all the functions of the organization, which has an annual budget of \$2.7 million. This position directly supervises six administrators and, indirectly, a full team of 60 full- and part-time staff. S/he will lead strategic efforts to inform and educate volunteers, donors, prospective donors, and the larger community about the mission and unique impact of the YWCA of Kalamazoo, oversee and ensure implementation of all programs, direct the YWCA's fund development function; and enhance the public image of the YWCA of Kalamazoo. The CEO will create and maintain highly productive relationships with board members, staff, volunteers, community partners, and clients.

The Qualified Candidate:

The YWCA of Kalamazoo seeks a mission-driven executive with strong relationship building, management, and leadership skills. S/he will have at least 10+ years of progressive leadership experience. S/he will be a goal-oriented, accomplished leader who is passionate and committed to the YWCA's mission and values the diversity of all people within the organization and the communities it serves. Familiarity with the types of programs and services offered by the YWCA is important; including childcare and education, domestic violence, sexual assault, racial justice, and economic empowerment programs. Knowledge of the Kalamazoo community and philanthropic marketplace will be helpful, as the CEO serves as the primary spokesperson for the YWCA in interactions with donors, partners, and other Kalamazoo institutions and community leaders. Experience working with an organization that uses John Carver's Policy Governance Model is helpful.

The successful candidate will bring all or a unique blend of the following:

- Passion for the YWCA and its mission to eliminate racism and empower women, augmented by demonstrated experience in programmatic and missional areas.
- Experience with racial justice advocacy and programming, especially in areas where the YWCA of Kalamazoo has taken the lead, including institutional racism, white privilege, internal staff development, and community activism and engagement, as in the Kalamazoo Summit on Racism.
- Experience with gender justice advocacy and programming, especially in areas where the YWCA has taken the lead, including gender equity, women's reproductive freedom, and internal staff development.
- Experience in leadership and advocacy with lesbian, gay, bisexual, transgender, queer, questioning, and two-spirited populations and issues.
- Experience in areas covered by YWCA Kalamazoo programming, especially elimination of racism and sexism, child care and education, domestic violence, sexual assault, women's economic empowerment, and women's health and safety.
- Record of success and demonstrated cultural competency in working with diverse populations.
- Demonstrated ability to operate a complex organization combining the functions of a national and international women's membership movement and a women's community service agency.
- Experience with women's issues and in women's programming, especially in areas for which the YWCA has public policy positions (e.g., elimination of racism and sexism, child care, domestic violence on women, sexual and child abuse, women's health and fitness, etc.).
- Strong analytic and strategic-thinking skills, with demonstrated ability to create, implement and monitor complex plans, and translate those plans into goals and concrete strategies to achieve effective mission delivery.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success.

- Ability to work successfully with Board members and other volunteers as well as civic and business leaders in a collaborative and relationship-building capacity.
- Business and financial acumen, verified through past contributions to the programmatic and fiscal stability of not-for-profit organizations.
- Experience with accountability systems and obtaining and reporting for government agencies, United Way and philanthropic funders.
- Ability to work well under pressure and respond to client/constituency crises.
- Demonstrated ability to represent an organization to multiple constituencies and stakeholder groups.
- Excellent verbal and written communication skills.
- A Bachelor's degree required, advanced degree desired.
- A minimum of 10+ years of successful experience in nonprofit leadership and management.

This position offers a competitive salary and benefits. All inquiries will be held in strict confidence.

The YWCA is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.

To Apply

The search is being managed by Heather A. Eddy, CFRE, President and COO of Alford Group Executive Search. To apply, candidates should submit their cover letter and resume and complete the online application at <http://ag-es.kintera.org/applicant>. **No applications will be accepted via email.** Questions may be addressed to Whitney Wade at wwade@alford.com.

Alford Group Executive Search (www.ag-es.com) is a retained search firm dedicated to providing recruitment services of exceptional quality and strengthening the not-for-profit community through professional staffing solutions.

YWCA of the USA

Located in Washington, DC, the National Office of the YWCA USA works to enhance the organization's collective presence and advance the agenda of 250 local YWCAs across the United States. It does this through strategic and organizational development work, advocacy efforts, an energetic marketing and branding focus, enhanced fundraising activities, and through alliances with other organization and through its membership in the World YWCA.

The World YWCA is a global network of women leading social and economic change in over 120 countries worldwide. The World YWCA advocates for peace, justice, human rights and care for the environment. Its headquarters is in Geneva, Switzerland.